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SECURITY POLICE UTILIZATION FIELD. AFSCS 812X AND 811X.(U)
MAR 82 J S TARTELL, R VANCE

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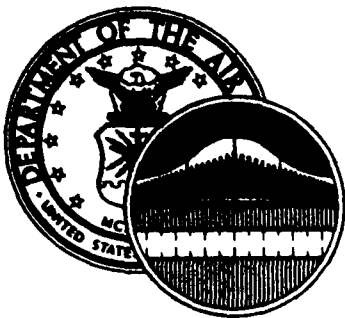
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UNITED STATES AIR FORCE

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OCCUPATIONAL SURVEY REPORT



SECURITY POLICE UTILIZATION FIELD

AFSCs 812X AND 811X

AFPT 90-81X-450

MARCH 1982

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150

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| HQ AFSC/MPAT | 3 | 3 | | 3 |
| HQ ATC/DPAE | 3 | 3 | | 3 |
| HQ ATC/TTQ | 2 | 1 | | 2 |
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PREFACE

This report presents the findings of a detailed occupational survey of the Security Police Officer utilization field, AFS 81XX. The project was accomplished at the request of the Commander, 3280 Technical Training Group with the support and concurrence of Air Force Office of Security Police (AFOSP), and was directed by USAF Program Technical Training Volume II. Authority for conducting occupational surveys is contained in AFR 35-2.

The United States Air Force occupational analysis program originated in 1956 when initial research was undertaken by the Air Force Human Resources Laboratory to develop the methodology for conducting occupational surveys. In 1967, Air Training Command (ATC) established an operational analysis program which initially produced 12 enlisted career ladder surveys annually. The program was expanded in 1972 to produce surveys of 51 career ladders each year and again in 1976 to include the survey of officer utilization fields, to permit special applications projects, and to support interservice or joint service occupational analyses.

The survey instrument and the final report were developed and written by Mr J. S. Tartell, assisted by Mr R. Vance, who provided the data automation support. This report has been reviewed and approved by Mr Paul N. DiTullio, Chief, Management Applications Section, Occupational Analysis Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78150.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150.

This report has been reviewed and is approved.

PAUL T. RINGENBACH, Col, USAF
Commander
USAF Occupational Measurement
Center

WALTER E. DRISKILL, Ph.D.
Chief, Occupational Analysis Branch
USAF Occupational Measurement
Center

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SUMMARY OF FINDINGS

Survey Objectives: This survey was designed to provide current information for the validation of courses of instruction and the determination of continuing training requirements. In addition, data were analyzed to determine the structure of jobs in the 81XX utilization field and to review the career progression pattern for Security Police Officers.

Survey Coverage: Data were collected worldwide from 638 Security Police Officers representing 61 percent of the assigned strength. All commands and grades were adequately represented in the sample. Training emphasis data were collected from 65 officers representing all major commands and grades.

Job Structure: Analysis of the structure of jobs identified ten job clusters and groups. Three jobs--commanders and operations officers, staff officers, and shift commanders--accounted for 77 percent of the sample.

Career Progression: Analysis of tasks performed by respondents at the different grade levels indicated a logical progression pattern, from shift commander to operations officer to commander and then to staff positions.

AFR 36-1 Specialty Description Review: Comparison of tasks performed with the specialty description, dated 30 April 1980, indicated a clear and concise overview of the Security Police field.

Training Assessment: Comparison of task data to the CTS and POI for entry-level training indicated a high level of agreement between training and job performance.

Comparison with Previous Survey: Essentially, the findings from this survey supported the general conclusions of the 1977 survey of the Security Police Officer field.

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OCCUPATIONAL SURVEY REPORT
SECURITY POLICE OFFICER UTILIZATION FIELD
(AFSC 81XX)

INTRODUCTION

The Security Police Officer utilization field consists of two specialties: Security Police Officer, DAFSC 812X, and Security Police Staff Officer, DAFSC 811X. The occupational survey data were collected and analyzed to aid the managers and trainers of the Security Police community in validating courses of instruction and determining continuing training needs.

History

The Security Police Officer utilization field has had a stable history. The field was established in May 1954 with two specialties, Air Police Officer (AFSC 7724) and Air Provost Marshal (AFSC 7716). In May 1955, the Air Provost Marshal specialty title was shortened to Provost Marshal. In March 1961, AFSC designators were changed: Air Police Officer from AFSC 7724 to AFSC 8124 and Provost Marshal from AFSC 7716 to AFSC 8116. In September 1962, the title of Provost Marshal was changed to Security and Law Enforcement Staff Officer. In July 1967, the titles of both specialties were changed to the form they have today--Security Police Officer and Security Police Staff Officer.

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SURVEY METHODOLOGY

Inventory Development

The survey instrument used to collect task data for this occupational survey was USAF Job Inventory AFPT 90-81X-450. The task list was developed and validated during the period December 1980 through March 1981.

The Security Police Officer utilization field was the subject of an occupational survey in 1976. In 1979, a special occupational survey of Air Base Ground Defense Tactics was completed. Additionally, during 1979 and 1980, another special survey was conducted in conjunction with an Air Force Human Resources Laboratory study of Organizational Effectiveness of Security Police Squadrons Resulting from Unit Reorganizations.

To accomplish the initial occupational survey of Security Police Officers in 1976, interviews were conducted with 25 officers assigned to seven locations. For the special occupational survey of Air Base Ground Defense Tactics, an inventory was constructed in conjunction with members of the Security Police Academy and the AFSOP, and validated by representatives at the 1978 Worldwide Security Police Symposium. In 1979, the original Security Police Officer task list from 1976 was updated and validated in conjunction with Security Police Officers assigned to four USAFE squadrons, USAFE Security Police staff personnel, representatives from AFOSP, and the staff of the Security Police Academy.

For the present occupational survey, the task list from the 1979 special project was reviewed by personnel from the Security Police Academy and then validated by representatives from all major using commands and AFOSP. Following an in-depth review, the occupational inventory for the 1981 survey of Security Police Officers was published in June 1981 and contained 39 background items and 742 task statements.

Survey Administration

During the period 12 August through 19 November 1981, Consolidated Base Personnel Offices in units worldwide administered the job inventory to officers with a duty AFSC of 81XX. Individuals who completed a job inventory filled out an identification and biographical information section and then indicated the tasks performed in their job. After selecting all tasks performed, respondents rated each task on a nine-point relative time spent scale. The ratings ranged from a very small amount of time spent (one on the scale) through an average amount of time spent (five on the scale) to very large amount of time spent (nine on the scale).

Task Factor Administration

In addition to completing job inventory, a selected group of Security Police Officers and Security Police Staff Officers were asked to complete a second booklet designed to collect training emphasis information. These officers were asked to rate each task in the inventory on a ten-point scale

based on the relative amount of training emphasis each task should receive in some type of structured training. The scale ranged from zero (for those tasks requiring no training) to nine (for those tasks requiring extremely high training emphasis). These relative ratings may be used with other data, such as percent of personnel performing a task, to determine which tasks should be included, and with what emphasis, in structured training for personnel entering the Security Police Officer utilization field.

Data Analysis

As a first step in the analysis of occupational data, each respondent's time spent ratings were converted to relative percent of time spent data. To obtain time spent figures, all of an incumbent's relative time spent ratings were summed with the total representing all the person's time on the job. Each individual task rating was then divided by the total and the quotient multiplied by 100 to provide the percent time rating for each task.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program was used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Programs (CODAP) package for occupational analysis. Each individual job description in the sample was compared to every other job description in terms of the relative amount of time spent on each task in the inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a group with a composite job description. In successive stages, other survey respondents were added to the initial job group or new groups were formed based on the similarity of tasks performed and time spent ratings. This procedure was continued until all individuals and groups were combined to form a single composite job description representing the total sample. The resulting analysis of the groups of jobs allowed identification of: (a) the number and characteristics of the different jobs which existed across the Security Police specialties; (b) the tasks which tended to be performed together by the same respondents; and (c) task and incumbent characteristics which may be peculiar to specific functional requirements as they existed at the time of the survey.

Sample

The officers included in this survey were selected from the June 1981 Uniform Officer Record file. To be included, an individual had to possess a duty AFSC of 811X or 812X and had to have been assigned to their duty position for at least 60 days and not programmed for PCS, retirement, or discharge for at least 90 days. From a total of 1,039 Security Police Officers, 838 met the criteria for inclusion in the survey population. Completed job inventories were received from 638 Security Police Officers representing 61 percent of the assigned strength, a return rate of 76 percent.

Tables 1, 2 and 3 compare the characteristics of the survey sample with the population characteristics of the utilization field. In all instances, the survey sample is representative of the population and is adequate to allow for valid inferences from the data.

Task Factor Sample

Training emphasis booklets were completed by 65 raters representing all major commands and grades (O1 through O6). The interrater reliability among these raters was .95. This indicated a very high degree of agreement as to which tasks required some form of structured training and the relative amount of emphasis which should be placed on that training. The average rating for all of the tasks was 2.16, with those tasks having a rating of 5.11 or higher being substantially above the average in training emphasis. Those tasks with a rating of 1.0 or less may be viewed as recommended for very little emphasis in training.

TABLE 1
DISTRIBUTION BY MAJOR COMMAND

| | PERCENT OF | |
|--------|---------------------|-----------------|
| | ASSIGNED N=1,039 | SAMPLE N=638 |
| SAC | 35 | 39 |
| USAFE | 14 | 12 |
| TAC | 11 | 11 |
| MAC | 8 | 8 |
| PACAF | 7 | 5 |
| ATC | 7 | 7 |
| AFSC | 2 | 2 |
| AFLC | 2 | 2 |
| OTHERS | 14 | 14 |

PERCENT OF ASSIGNED PERSONNEL IN SAMPLE - 61

TABLE 2
DISTRIBUTION BY GRADE

| | PERCENT OF | |
|--------------------|-----------------|---------------|
| | <u>ASSIGNED</u> | <u>SAMPLE</u> |
| LIEUTENANT | 42 | 43 |
| CAPTAIN | 30 | 29 |
| MAJOR | 13 | 12 |
| LIEUTENANT COLONEL | 11 | 12 |
| COLONEL | 4 | 4 |

TABLE 3
DISTRIBUTION BY DAFSC

| | PERCENT OF | |
|------|-----------------|---------------|
| | <u>ASSIGNED</u> | <u>SAMPLE</u> |
| 811X | 36 | 36 |
| 812X | 64 | 64 |

JOB STRUCTURE ANALYSIS

Overview

For the Security Police Officer survey, 638 individual job descriptions were compared to determine the job structure. The analysis identified three large clusters of jobs and seven smaller job groups. Table 4 lists the 10 job clusters and groups with the percentage of the total sample in each. One impression gathered from the information in Table 4 was the relatively stable nature of jobs Security Police Officers performed. Three jobs accounted for more than 75 percent of the sample--commanders and operations officers (32 percent), staff officers (25 percent), and shift commanders (20 percent). However, each of these large job clusters can be divided into a number of smaller job groups.

A further indication of the stability of jobs performed by Security Police Officers is the number and type of tasks performed by substantial percentages of all respondents. There were ten tasks performed by more than three-fourths of all respondents. These tasks are listed below:

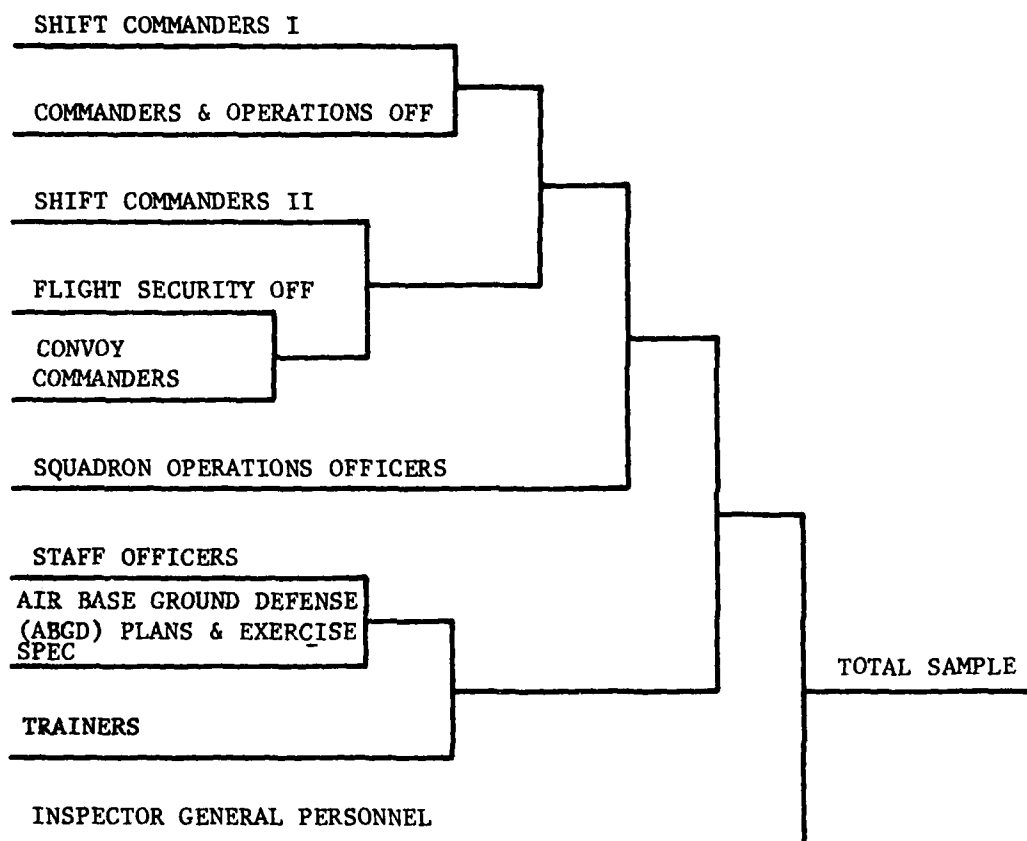
- Attend briefings, seminars or workshops
- Counsel subordinates for nondisciplinary purposes
- Develop or prepare briefings
- Write APRs
- Draft general correspondence
- Present briefings
- Counsel subordinates for disciplinary actions or purposes
- Advise superiors or other personnel from other agencies
on Security Police capabilities or limitations
- Approve or disapprove leaves or passes
- Write letters of appreciation or commendation

TABLE 4
JOBS IDENTIFIED BY STRUCTURE ANALYSIS

| <u>JOB TITLE</u> | <u>PERCENT OF SAMPLE</u> |
|-----------------------------------|--------------------------|
| COMMANDERS & OPERATIONS OFFICERS | 32 |
| STAFF OFFICERS | 25 |
| SHIFT COMMANDERS I | 20 |
| FLIGHT SECURITY OFFICERS | 6 |
| SHIFT COMMANDERS II | 4 |
| ABGD PLANS & EXERCISE SPECIALISTS | 2 |
| SQUADRON OPERATIONS OFFICERS | 2 |
| CONVOY COMMANDERS | 1 |
| IG | 1 |
| TRAINERS | 1 |

2.

FIGURE I



Job Group Descriptions

This section of the analytical narrative provides details about each job identified by the structure analysis. In most instances, the information will be limited to a brief description of the respondents who comprise the job group and some of the tasks those respondents performed which illustrate the nature of their job. For the large job clusters, a brief outline of the functions which form the cluster will be provided. The order in which the jobs will be presented is a result of the hierarchical clustering program. The only factor driving the ordering is that job inventory number 0001, the lowest number, happened to be completed by an individual performing a job which was merged into the Shift Commander job cluster. Figure 1 represents the results of the hierarchical clustering. Tables containing background data for all job groups are in Appendix A.

Shift Commanders I (GRP072). Respondents comprising the Shift Commander job cluster represented 20 percent of the survey sample. The majority (98 percent) of group members held a DAFSC of 812X. The jobs were primarily at the squadron level (93 percent) in a cross section of commands. Personnel held grades of lieutenant (91 percent) or captain (9 percent), with the majority (98 percent) indicating they supervised an average of 38 subordinates. These personnel reported job satisfaction indicators slightly above average for respondents to this occupational survey (see Table A7), and the majority plan to remain in the Security Police utilization field. Shift Commanders I reported performing an average of 148 tasks, well above the average for all respondents, with the majority of their job time spent performing tasks related to supervisory or managerial functions. The tasks listed below illustrate the jobs performed by Shift Commanders:

- Inspect posted personnel
- Supervise Security Specialist (AFS 811X0) personnel
- Inspect Security Police facilities
- Review logs, blotters, posts or patrols
- Conduct or inspect guardmounts

The tasks listed are not unique to personnel who function as Shift Commanders, but these tasks represent a substantially larger amount of the job time for the respondents in this cluster than for members of other job groups.

Within the Shift Commander cluster there were small job groups in which personnel reported specializing in certain aspects of the total Shift Commander job. These areas of specialization included vehicle control, aircraft security, law enforcement, and base security. Personnel in these areas of specialization performed the same tasks with the application of these tasks representing the different emphasis in each job.

Commanders and Operations Officers (GRP065). Personnel in the Commanders and Operations Officer job cluster represented 32 percent of the survey sample. The majority were assigned to squadrons across a variety of major commands. Respondent grades ranged from lieutenant (19 percent) through colonel (four percent) with captains constituting the largest group

(43 percent). Ninety-seven percent reported supervising, with an average of ten subordinates. Responses to the indicators of job satisfaction were among the highest in this survey, with the majority planning to remain Security Police officers for the remainder of their careers. Respondents reported performing an average of 238 tasks, by far the largest number of tasks performed by respondents in any job cluster. The majority of the duty time was expended performing command, administrative and supervisory functions, as illustrated by the tasks listed below:

- Review, edit, or sign general correspondence
- Indorse airman performance reports (APR)
- Develop management policies
- Interpret or clarify security police policies for subordinates
- Brief wing or base commander on significant police events

Within the cluster of Commanders and Operations Officers, there were small job groups comprised of Security Police squadron commanders, OICs of Law Enforcement, directors of Security Police, operations officers for Security Police squadrons and missile security squadrons, and missile security squadron commanders. While each of these job groups had a specific area of emphasis, respondents performed the same tasks in all of the jobs.

Shift Commanders II (GRP073). The members of this job group represented four percent of the survey respondents. Personnel were assigned primarily to squadron-level positions, with the majority in SAC units. Most were lieutenants, all of whom reported being supervisors with an average of 34 subordinates. These respondents reported the lowest level of job satisfaction among all of the job groups and clusters. Additionally, this job group contained the largest percentage of members planning to leave the Security Police field or undecided about their plans to stay in the field. Respondents reported performing an average of 60 tasks, one of the lowest averages among all of the job groups. The majority of the job time for these respondents was expended performing supervisory, managerial, and general security and law enforcement tasks, as illustrated below:

- Supervise Security Specialist (AFS 811X0) personnel
- Conduct or inspect guardmounts
- Inspect posted personnel
- Inspect security police facilities
- Review logs, blotters, posts or patrols

This group of shift commanders is similar to the larger Shift Commander I cluster described earlier, with the exception of the scope of the jobs respondents performed. Personnel in the job group Shift Commander II (GRP073) performed fewer tasks, particularly in the duties of law enforcement, disaster preparedness, and planning and programming. Additionally, respondents in the Shift Commander II job group (GRP073) reported having less time in their jobs (9 months for GRP073 compared to 17 months for the larger cluster, GRP072) and less time in their duty AFSC of 812X (19 months for GRP073 versus 28 months for the larger cluster, GRP072). A final factor affecting the difference between the two shift commander groups is that 39 percent of the small group (Shift Commanders II) held a DAFSC of 8121, compared to 27 percent for the larger job cluster, Shift Commanders I.

Flight Security Officers (GRP075). Incumbents in the Flight Security Officers job group accounted for six percent of the survey respondents. The majority (78 percent) were assigned to SAC squadrons. All were lieutenants or captains (89 percent were lieutenants). All respondents reported supervising and the average number of subordinates was 41. Responses to the indicators of job satisfaction were at the mid-range for all job groups and clusters. Among these incumbents, 50 percent reported planning to stay in the Security Police field. Respondents indicated performing an average of 96 tasks with the majority of their time expended on supervisory, command, administrative and general security and law enforcement tasks. Members of the Flight Security Officer job group expended more time than any other group performing missile security functions, as illustrated by the tasks below:

- Travel to or from LF or LCF
- Inspect LCF guard posts
- Direct missile security flight activities
- Conduct evaluations of SAT responses to LF or LCF alarms
- Develop simulated security response exercises

Convoy Commanders (GRP136). Respondents forming the Convoy Commander job group represented one percent of the survey population. All members of this group were assigned to SAC squadrons. All were lieutenants. The majority (88 percent) reported being supervisors. Among these supervisors, the average number of subordinates was 33. Responses to the indicators of job satisfaction placed the Convoy Commanders among the least satisfied of all survey respondents. In keeping with this relatively low level of job satisfaction were respondents' career intentions, with 50 percent planning to crosstrain out of Security Police or undecided about their future. Incumbents in the Convoy Commander job group performed an average of 113 tasks, with the majority of job time spent performing command, administrative, supervisory and missile security tasks, as illustrated by the tasks listed below:

- Lead missile or RV convoys
- Conduct missile or RV convoy commander's predeparture briefing
- Review convoy threat analysis
- Coordinate with personnel from civilian or military agencies on missile or RV convoy route
- Develop defensive tactics for missile or RV convoys

Squadron Operations Officers (GRP027). The Squadron Operations Officer job group represented two percent of the survey population. The majority of incumbents were assigned to detachment or squadron level positions in SAC, TAC or ATC. Respondents' grades ranged from lieutenant through lieutenant colonel (92 percent were lieutenants or captains). Within this job group, 92 percent of the incumbents reported supervising. The average number of subordinates was 19. Personnel in the Squadron Operations Officer job group reported indicators of job satisfaction at the mid-range of all survey respondents. The career field plans data for this group indicated the majority plan to remain in the Security Police field or plan to crosstrain for career broadening and then return. Incumbents in the Squadron Operations Officer job group reported performing an average of 63 tasks, with the majority of time expended performing command, administrative and supervisory functions, as illustrated below:

- Develop or establish policy for security operations
- Approve or disapprove directives, such as operating instructions or regulations
- Draft general correspondence
- Develop, write or obtain coordination of directives such as OIs or regulations
- Conduct staff meetings

Members of the Squadron Operations Officers job group perform many of the same tasks as personnel in the Commander and Operations Officer job groups. The major differentiating factors were that Squadron Operations Officers perform substantially fewer tasks and expend more time performing administrative tasks.

Staff Officers (GRP019). Personnel in the Staff Officer job cluster accounted for 25 percent of the survey population. The majority of incumbents were assigned to the HQ USAF, major command, or numbered Air Force level positions. All major commands were represented in this job cluster. Personnel held grades ranging from lieutenant through colonel, with the grades of captain through lieutenant colonel accounting for 81 percent. Among the Staff Officers, 69 percent reported supervising an average of five subordinates. Responses to the indicators of job satisfaction for the Staff Officers were among the highest of all survey respondents. The majority of the Staff Officers plan to remain in the Security Police field for the duration of their careers. Incumbents in this job cluster performed an average of 86 tasks and spent the majority of their job time performing command, administrative, and planning and programming tasks, as illustrated below:

- Prepare position or talking papers
- Coordinate with personnel from higher headquarters on Security Police doctrine, concepts or requirements
- Participate in special conferences, ad hoc groups, or planning committees
- Prepare responses to matters of command interest
- Draft or prepare concept papers

Within this large cluster of Staff Officers, there existed a number of job groups representing specific staff functions. These jobs included systems and equipment acquisition, plans, information security, stan-eval, major command programs, major command chiefs of Security Police, AFOSP staff and action officers, and a variety of division and branch chiefs. While each of these jobs differ in emphasis and responsibility, personnel perform many of the same tasks.

Air Base Ground Defense (ABGD) Plans and Exercise Specialists (GRP035). Respondents aggregated to form the ABGD Plans and Exercise Specialist job group represented two percent of the survey population. These respondents were assigned to major command, squadron or group level jobs within a variety of CONUS commands. Incumbents' grades ranged from lieutenant (60 percent) through major. Seventy percent reported supervising, with an average of eight subordinates. Members of this job group

reported job satisfaction indicators equivalent to those of the majority of the survey population. Career plans for the members of this job group indicated the majority plan to remain in the Security Police field. The ABGD Plans and Exercise Specialists performed an average of 109 tasks, with the majority of their job time expended performing ABGD, and command and administration functions, as illustrated below:

- Direct actual or simulated ABGD deployment operations
- Formulate ABGD concept of operations
- Implement local ground defense plans
- Evaluate deployment exercises
- Conduct mobility exercises training

Trainers (GRP024). The members of the Trainer job group represented one percent of the survey population. These personnel were assigned to squadron or group-level jobs within ATC (63 percent), USAFE, and MAC. The grade range for these respondents was lieutenant through major, with 88 percent reporting supervising an average of eight subordinates. Responses to the indicators of job satisfaction placed the Trainers above average for the total survey population, with 75 percent planning to remain in the Security Police field. Members of the Trainer job group performed an average of 73 tasks, with training and supervisory functions accounting for the majority of the job time. The tasks listed below illustrate the job performed by members of the Trainer job group:

- Review, approve or disapprove lesson plans
- Evaluate instructors
- Evaluate formal classroom training
- Conduct formal classroom training
- Supervise enlisted instructors

Inspector-General (IG) Personnel (GRP060). Incumbents forming the IG job group accounted for one percent of the survey population. These respondents were assigned to jobs at the HQ USAF or major command level. Those with major command jobs were in SAC, MAC and ATC. The grade range for IG personnel was captain through lieutenant colonel, with less than half reporting any supervisory responsibilities. For those who did supervise, the average number of subordinates was only three. Responses to the indicators of job satisfaction placed IG group members among the most satisfied of the Security Police officers surveyed. The majority of these individuals plan to remain in the Security Police field. IG respondents performed an average of 37 tasks, with tasks from the inspecting and evaluating and command and administrative duties accounting for approximately half of the job time. The tasks listed below illustrate the job performed by IG personnel:

- Analyze inspection or evaluation reports
- Evaluate restricted area entry-control procedures
- Evaluate security response force procedures in support of aircraft security operations
- Evaluate weapons convoy procedures
- Prepare security police inspection reports

Structure Analysis Summary

The purpose of the job structure analysis was to describe the jobs performed by Security Police Officers in terms of the tasks performed, irrespective of DAFSC, grade or job assignment title. The structure analysis identified ten job groups ranging from shift commander and flight security officer through operations officer and unit commander to a variety of staff officer positions. In addition, there were specialized small job groups identified related to training, inspecting and ABGD planning.

Review of the indicators of job satisfaction revealed that the majority of personnel in all jobs found their jobs interesting and that they perceived their talents and training were being well utilized.

**COMPARISON OF SURVEY DATA
WITH AFR 36-1 SPECIALTY DESCRIPTIONS**

Comparison of the task based job structure to the classification system documentation, the AFR 36-1 AFSC descriptions, revealed a high degree of correspondence. Personnel with a duty AFSC of 812X, Security Police Officer, generally performed jobs as shift commanders, flight security officers, convoy commanders, operations officers and plans specialists. The majority of personnel who performed jobs as staff officers and IGs held DAFSCs of 811X, Security Police Staff Officer. The job of commander was split between the two specialties. The classification summaries provide a career progression pattern that is supported by the types of jobs performed by survey respondents.

CAREER PROGRESSION

The career progression pattern for Security Police Officers appears to be well defined. Upon completion of the Security Police Officer Course 30BR8121 (94 percent of the lieutenants with a DAFSC 812X completed the course), the majority of lieutenants were assigned to jobs as shift commanders, flight security officers or squadron operations officers. The tasks performed by incumbents in each of these jobs were delineated in the job structure analysis section of this report. Lieutenants with a DAFSC 812X normally were assigned to squadron-level organizations, spent the majority of their job time performing command, administrative, supervisory and general Security Police tasks. In general, they found their jobs interesting and their talents and training well utilized (see Tables in Appendix B).

Captains with a DAFSC 812X were assigned to jobs as staff officers, squadron operations officers or Chiefs of Security Police. The tasks performed by incumbents in each of these jobs were also outlined in the job structure analysis section. Captains with a DAFSC 812X were assigned to squadron, major command and numbered Air Force-level positions. The majority reported their jobs were interesting and utilized their talents and training well. These captains spent most of their job time performing command, administrative, supervisory, and planning and programming tasks. The primary difference between captains and lieutenants with a DAFSC 812X was that captains spent a greater percentage of their time performing planning and programming tasks command and administrative tasks, and a lesser percentage of time spent performing general security and law enforcement tasks and supervisory functions. Table B6 illustrates some of the tasks which highlight the change in jobs performed. Despite these differences, a large number of tasks were performed by both lieutenants and captains in the Security Police Officer specialty.

Captains with a DAFSC of 811X had a greater amount of time in service. DAFSC 811X captains (29 percent of all captains) averaged 173 months total active federal military service (TAFMS), compared with an average of 128 months TAFMS for the captains with a DAFSC 812X. These more senior captains were assigned to the same jobs (staff officers, squadron operations officer and chiefs of Security Police) as the captains with a DAFSC of 812X. The DAFSC 811X captains generally were assigned to squadron, major command, DOD or HQ USAF organizational level positions. The majority reported their jobs were interesting and utilized their talents and training well. Captains with a DAFSC of 811X expended their job time in much the same proportion as captains with a DAFSC of 812X. Table B7 lists tasks which illustrate the relatively small differences between the jobs performed by captains holding the two DAFSCs. A comparison between these two groups of captains indicated a relatively large number of tasks performed by approximately the same percentage of respondents in each group and accounting for approximately the same amount of job time.

Majors in the Security Police utilization field generally possessed the staff-level DAFSC 811X (96 percent of the majors responding to the survey), were assigned as staff officers or chiefs of Security Police, and the majority found their jobs interesting. Most majors were assigned to squadron or major command-level positions and expended the bulk of their job time performing command, administrative, supervisory and planning and programming tasks.

Comparison of the tasks performed and the percent of time spent on each between majors and captains with a DAFSC 811X revealed a high degree of commonality. Responses from these two groups were the most alike of any pair of grade and DAFSC comparisons. Despite the high degree of commonality, there were some differences in task performed between the two groups, as illustrated in Table B8.

Lieutenant colonels in the Security Police utilization field were assigned to positions as chief of security police or staff officers at the squadron, major command, DOD or HQ USAF levels. The majority reported their jobs were interesting and utilized their talents and training well. The job time for lieutenant colonels was expended in much the same way as the job time for majors. The largest percentage of time was spent performing command, administrative, supervisory, and planning and programming tasks. Comparison of the percentage of incumbents performing tasks and the percent of time spent on these tasks between lieutenant colonels and majors revealed a high degree of commonality. Even with the high degree of overlap, there were some differences between the jobs performed by lieutenant colonels and majors, as illustrated in Table B9.

Security Police colonels generally were assigned to positions as chiefs of Security Police, staff officers or to specialized joint or other non-USAF positions. The majority of the colonels were assigned to major command or numbered Air Force organizational-level jobs. The colonels indicated their jobs were interesting and utilized their individual talents and training well. These respondents expended the bulk of their job time performing command, administrative, supervisory, planning and programming tasks. The tasks performed by colonels were similar to those performed by other staff officers. However, the tasks listed in Table B10 illustrate the differences between the jobs performed by colonels and lieutenant colonels.

TRAINING ASSESSMENT

Occupational survey information is one of the primary sources for the development of training programs relevant to the needs of entry-level personnel. Two factors to be considered in establishing training requirements or evaluating existing courses are the percentage of recent course graduates performing tasks and the training emphasis ratings provided by experienced members of the utilization field.

These factors were used to assess the relevance of the Course Training Standard (CTS) and the Plan of Instruction (POI) for Security Police Officer training documentation, CTS L30BR8121-001, dated 9 Oct 79, and POI L30BR8121-001, dated 1 Apr 81. Personnel from the Security Police Academy matched tasks from the job inventory to the appropriate sections of the CTS and POI. This matching provided the basis for assessing the relevance of training documentation to the jobs and tasks performed by Security Police officers. A complete listing of the CTS and POI with task information (percentage of lieutenants and captains performing each task and the training emphasis data) has been forwarded to the Security Police Academy for its use in a detailed review of training. A summary of that information is described below.

CTS Assessment

Personnel from the Security Police Academy matched 714 of the 742 tasks in the job inventory to the eight major paragraphs of the CTS. In all segments of the CTS, the levels of proficiency appear to be supported by survey data in terms of the percentage of personnel performing tasks or the training emphasis ratings. Support based on the two types of survey data is important because some areas of training for Security Police officers are contingency oriented, i.e., segments of paragraph 7 - Systems Security Operations and Functions, and paragraph 8 - Security Police Tactics. In some segments of these paragraphs there were relatively small percentages of personnel performing tasks; however, the training emphasis ratings tended to be high, supporting proficiency codes at the principles and analysis knowledge levels and the partially proficient or competent performance levels. In some areas of the CTS consideration might be given to raising proficiency codes based on large percentages of personnel performing and high training emphasis ratings, e.g., paragraph 2B, evaluate flight performance and conduct post or facilities checks, and paragraph 3E, security police leadership.

POI Assessment

Personnel from the Security Police Academy matched 715 of the 742 tasks from the job inventory to the ten major paragraphs of the POI. All paragraphs of the POI were supported by substantial percentages of lieutenants performing tasks. In addition, the units of instruction with the

tasks rated highest in recommended training emphasis tended to be among the most time-consuming units of instructions, e.g., paragraph 8 - Systems Security Operations and Functions, paragraph 9 - Security Police Tactics, and paragraph 3 - Shift Commander Duties and Responsibilities.

Detailed information showing the comparison of occupational survey response to the CTS is attached as a Training Addendum to this report.

COMPARISON TO PREVIOUS SURVEY

The findings of this occupational survey were compared to the survey completed in November 1977. Although there have been some changes in the Security Police Officer field since the 1977 occupational survey, personnel were performing essentially the same types of jobs. The jobs which accounted for the largest percentages of personnel in the 1977 survey were commanders, staff officers and shift supervisors. For the present survey, the jobs of commanders and operations officers, staff officers and shift commanders again accounted for the majority of personnel.

IMPLICATIONS

The analysis of the occupational survey data revealed a stable utilization field well supported by accurate specialty descriptions contained in AFR 36-1 and training relevant to the jobs performed by course graduates. The indicators of job satisfaction revealed that the majority of respondents in all jobs and in all duty AFSCs found their jobs interesting and their talents and training reasonably well utilized.

The findings of a Training Evaluation Report (TER-LAT 81-2), dated 26 Oct 81, indicated the content of the basic Security Police Officer course, L30BR8121-001, was appropriate; however, the depth to which some areas are taught might be modified. To this end, personnel from the Security Police Academy have developed a new CTS and POI. Task data and training emphasis information from this survey have been matched to the proposed training documents and have been given to the Security Police Academy personnel. The extent of modification to the training for Security Police Officers will be the subject of a Utilization and Training Workshop.

APPENDIX A

TABLE A1

JOB EMPHASIS BASED ON PERCENT TIME SPENT ON DUTIES

| DUTIES | PERCENT TIME SPENT* | | | | | | | | | |
|---|----------------------------|---------------------------|----------------------------|---------------|-------------------------|------------------------|------------------|---------------------------|---------------|-------------|
| | SHIFT CMDR I (N=129) | CMDRS & OPS (N=202) | SHIFT CMDR II (N=28) | FSO (N=36) | CONVOY CMDR (N=8) | SQUAD OPS (N=12) | STAFF (N=157) | ABGD PL & EX (N=10) | TRNG (N=8) | IG (N=7) |
| PERFORMING SUPERVISORY FUNCTIONS | 21 | 22 | 25 | 20 | 17 | 20 | 15 | - | 21 | 5 |
| PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS | 19 | 29 | 20 | 21 | 20 | 44 | 41 | 21 | 21 | 18 |
| PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS | 15 | 6 | 16 | 18 | 12 | 5 | - | 7 | - | - |
| INSPECTING AND EVALUATING | 9 | 8 | 13 | 12 | 9 | 7 | 6 | - | 6 | 32 |
| PERFORMING LAW ENFORCEMENT FUNCTIONS | 7 | 3 | 3 | - | - | - | - | - | - | - |
| PARTICIPATING IN DISASTER PREPAREDNESS | 6 | 3 | 4 | - | - | - | - | - | - | - |
| MAINTAINING AIRCRAFT SECURITY SYSTEMS | 4 | - | 4 | - | - | - | - | - | - | 14 |
| TRAINING | 4 | 3 | - | 5 | 4 | - | 3 | 11 | 32 | - |
| PERFORMING ABGD FUNCTIONS | 3 | 3 | 4 | - | 11 | 5 | - | 33 | 5 | 3 |
| PLANNING AND PROGRAMMING | - | 10 | - | - | - | 7 | 22 | 16 | 5 | 7 |
| PERFORMING MISSILE SECURITY FUNCTIONS | - | - | - | 12 | 16 | - | - | - | - | 6 |
| PERFORMING INFORMATION SECURITY TASKS | - | - | - | - | - | - | 3 | - | - | - |
| DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS | - | - | - | - | - | - | - | - | - | 5 |

*AT LEAST 3 PERCENT OF THE JOB TIME

TABLE A2

DAFSC DISTRIBUTION

| | PERCENT OF GROUPS | | | |
|-----------------------------------|-------------------|---------------|---------------|---------------|
| | DAFSC 8121 | DAFSC 8124 | DAFSC 8111 | DAFSC 8116 |
| SHIFT COMMANDERS I | 27 | 71 | 2 | - |
| COMMANDERS & OPERATIONS OFFICERS | 4 | 45 | 14 | 37 |
| SHIFT COMMANDERS II | 39 | 61 | - | - |
| FLIGHT SECURITY OFFICERS | 44 | 56 | - | - |
| CONVOY COMMANDERS | 62 | 38 | - | - |
| SQUADRON OPERATIONS OFFICERS | 17 | 75 | - | 8 |
| STAFF OFFICERS | - | 30 | 16 | 54 |
| ABGD PLANS & EXERCISE SPECIALISTS | 10 | 70 | - | 20 |
| TRAINERS | 12 | 38 | 12 | 38 |
| IG PERSONNEL | - | 28 | 29 | 43 |

TABLE A3

ORGANIZATIONAL LEVEL OF CURRENT JOB

| | | PERCENT ASSIGNED | | | | | UNIFIED OR | | | DOD OR | |
|-----------------------------------|--|------------------|------|-------|------|-------------|------------|---------------|---------|--------|--|
| | | DET | SQAD | GROUP | WING | NUMBERED AF | MAJCOM | SPECIFIED CMD | HQ USAF | OTHER | |
| SHIFT COMMANDER I | | 2 | 93 | 2 | 2 | - | 1 | - | * | - | |
| COMMANDERS & OPERATIONS OFFICERS | | 1 | 83 | 9 | 3 | * | 2 | 1 | - | * | |
| SHIFT COMMANDERS II | | 7 | 86 | 4 | - | - | - | - | - | 3 | |
| FLIGHT SECURITY OFFICERS | | 6 | 78 | 11 | 3 | - | - | - | - | 2 | |
| CONVOY COMMANDERS | | - | 100 | - | - | - | - | - | - | - | |
| SQUADRON OPERATIONS OFFICERS | | 17 | 50 | 25 | - | - | 8 | - | - | - | |
| STAFF OFFICERS | | 1 | 5 | - | 1 | 20 | 47 | 8 | 19 | - | |
| ABGD PLANS & EXERCISE SPECIALISTS | | 0 | 30 | 20 | - | - | 40 | - | - | - | |
| TRAINERS | | - | 50 | 25 | - | - | 13 | - | 12 | - | |
| IG PERSONNEL | | - | - | - | - | - | 43 | 14 | 43 | - | |

*LESS THAN ONE PERCENT

TABLE A4
COMMAND DISTRIBUTION

| <u>JOB TITLE</u> | <u>PERCENT ASSIGNED</u> | | | | | | | |
|--------------------------------------|-------------------------|--------------|------------|------------|--------------|------------|-------------|--------------|
| | <u>SAC</u> | <u>USAFE</u> | <u>MAC</u> | <u>TAC</u> | <u>PACAF</u> | <u>ATC</u> | <u>AFSC</u> | <u>OTHER</u> |
| SHIFT COMMANDERS I | 57 | 16 | 9 | 9 | 7 | - | 2 | - |
| COMMANDERS & OPERATIONS OFFICERS | 34 | 15 | 12 | 13 | 7 | 10 | 5 | 4 |
| SHIFT COMMANDERS II | 54 | 14 | 11 | 14 | 4 | - | 3 | - |
| FLIGHT SECURITY OFFICERS | 100 | - | - | - | - | - | - | - |
| CONVOY COMMANDERS | 100 | - | - | - | - | - | - | - |
| SQUADRON OPERATIONS OFFICERS | 50 | 8 | 8 | 17 | - | 17 | - | - |
| STAFF OFFICERS | 17 | 10 | 4 | 10 | 6 | 4 | 8 | 31 |
| ABGD PLANS & EXERCISE SPECIALISTS | 10 | - | 20 | 30 | - | 30 | 10 | - |
| TRAINERS | - | 12 | 12 | - | - | 63 | - | 12 |
| IG PERSONNEL | 14 | - | 14 | - | - | 14 | - | 56 |

TABLE A5
GRADE DISTRIBUTION ACROSS JOB GROUPS

| <u>JOB TITLE</u> | <u>PERCENT OF GROUP</u> | | | | |
|-----------------------------------|-------------------------|-------------|------------|------------|------------|
| | <u>LT</u> | <u>CAPT</u> | <u>MAJ</u> | <u>LTC</u> | <u>COL</u> |
| SHIFT COMMANDERS I | 91 | 9 | - | - | - |
| COMMANDERS & OPERATIONS OFFICERS | 19 | 43 | 19 | 15 | 4 |
| SHIFT COMMANDERS II | 96 | 4 | - | - | - |
| FLIGHT SECURITY OFFICERS | 89 | 11 | - | - | - |
| CONVOY COMMANDERS | 100 | - | - | - | - |
| SQUADRON OPERATIONS OFFICERS | 42 | 50 | - | 8 | |
| STAFF OFFICERS | 9 | 37 | 20 | 24 | 10 |
| ABGD PLANS & EXERCISE SPECIALISTS | 60 | 20 | 20 | - | - |
| TRAINERS | 12 | 50 | 38 | - | - |
| IG PERSONNEL | - | 42 | 29 | 29 | - |

TABLE A6
SUPERVISORY RESPONSIBILITIES

| <u>JOB TITLE</u> | <u>PERCENT WHO SUPERVISE</u> | <u>AVERAGE NUMBER SUPERVISED</u> |
|-----------------------------------|----------------------------------|--------------------------------------|
| SHIFT COMMANDERS I | 98 | 38 |
| COMMANDER & OPERATIONS OFFICERS | 97 | 10 |
| SHIFT COMMANDERS II | 100 | 34 |
| FLIGHT SECURITY OFFICERS | 100 | 41 |
| CONVOY COMMANDERS | 88 | 33 |
| SQUADRON OPERATIONS OFFICERS | 92 | 19 |
| STAFF OFFICERS | 69 | 5 |
| ABGD PLANS & EXERCISE SPECIALISTS | 70 | 8 |
| TRAINERS | 88 | 8 |
| IG PERSONNEL | 43 | 3 |

TABLE A7

INDICATORS OF JOB SATISFACTION

| JOB TITLE | PERCENT RESPONDING | | | | | |
|--------------------------------------|-------------------------------|-----------------------------|------------------------------|-----------------------------|------------------------------|--|
| | INTEREST* INTERESTING DULL | UTILIZATION OF TALENTS | | UTILIZATION OF TRAINING | | |
| | | FAIRLY WELL TO PERFECTLY | VERY LITTLE TO NOT AT ALL | FAIRLY WELL TO PERFECTLY | VERY LITTLE TO NOT AT ALL | |
| SHIFT COMMANDERS I | 76 | 10 | 22 | 77 | 23 | |
| COMMANDERS & OPERATIONS OFFICERS | 96 | 1 | 4 | 88 | 12 | |
| SHIFT COMMANDERS II | 54 | 25 | 43 | 61 | 39 | |
| FLIGHT SECURITY OFFICERS | 69 | 14 | 25 | 61 | 39 | |
| CONVOY COMMANDERS | 62 | 13 | 38 | 62 | 38 | |
| SQUADRON OPERATIONS OFFICERS | 84 | 8 | 25 | 83 | 17 | |
| STAFF OFFICERS | 88 | 4 | 6 | 86 | 14 | |
| ABGD PLANS & EXERCISE SPECIALISTS | 80 | - | 20 | 70 | 30 | |
| TRAINERS | 87 | - | - | 100 | - | |
| IG PERSONNEL | 86 | 14 | 14 | 86 | 14 | |

*SO-SO CATEGORY ELIMINATED

TABLE A8

SECURITY POLICE CAREER FIELD PLANS

| JOB TITLE | STAY IN SIXX | CROSS-TRAIN OUT | PERCENT RESPONDING | | | PLAN TO SEPARATE NA |
|-----------------------------------|-----------------|--------------------|---------------------------|-----------|---|---------------------------|
| | | | CROSS-TRAIN AND RETURN | UNDECIDED | | |
| SHIFT COMMANDERS I | 26 | 21 | 30 | 18 | 5 | - |
| COMMANDERS & OPERATIONS OFFICERS | 59 | 8 | 16 | 8 | 3 | 6 |
| SHIFT COMMANDERS II | 7 | 36 | 25 | 18 | 7 | 7 |
| FLIGHT SECURITY OFFICERS | 17 | 25 | 33 | 14 | 8 | 3 |
| CONVOY COMMANDERS | - | 38 | 50 | 12 | - | - |
| SQUADRON OPERATIONS OFFICERS | 33 | 33 | 33 | - | - | - |
| STAFF OFFICERS | 66 | 6 | 14 | 8 | 1 | 5 |
| ABGD PLANS & EXERCISE SPECIALISTS | 70 | 10 | 20 | - | - | - |
| TRAINERS | 75 | 13 | - | 12 | - | - |
| IG PERSONNEL | 72 | 14 | 14 | - | - | - |

TABLE A9
AVERAGE NUMBER OF TASKS PERFORMED

| <u>JOB TITLES</u> | <u>AVERAGE NUMBER TASKS PERFORMED</u> |
|-----------------------------------|---|
| SHIFT COMMANDER I | 148 |
| COMMANDER & OPERATIONS OFFICER | 237 |
| SHIFT COMMANDERS II | 60 |
| FLIGHT SECURITY OFFICERS | 96 |
| CONVOY COMMANDERS | 113 |
| SQUADRON OPERATIONS OFFICERS | 63 |
| STAFF OFFICERS | 86 |
| ABGD PLANS & EXERCISE SPECIALISTS | 109 |
| TRAINERS | 73 |
| IG PERSONNEL | 37 |

APPENDIX B

TABLE B1
CURRENT ASSIGNMENT JOB TITLE

| | PERCENT OF GROUP | | | | | |
|-----------------------------|-----------------------------|-------------------------------|------------------------------|-----------------------------|-----------------------------|-----------------------------|
| | DAFSC 812X LT (N=268) | DAFSC 812X CAPT (N=134) | DAFSC 811X CAPT (N=54) | DAFSC 811X MAJ (N=75) | DAFSC 811X LTC (N=74) | DAFSC 811X COL (N=23) |
| SHIFT COMMANDER | 53 | 5 | - | - | - | - |
| FLIGHT SECURITY OFFICER | 14 | 4 | - | - | - | - |
| SQUADRON OPERATIONS OFFICER | 10 | 40 | 22 | 8 | 1 | - |
| CONVOY COMMANDERS | 8 | - | - | - | - | - |
| STAFF OFFICERS | 5 | 28 | 35 | 31 | 37 | 17 |
| AIR BASE DEFENSE OFFICERS | 4 | 1 | - | 3 | 3 | - |
| MISSILE CONVOY OFFICERS | 3 | 1 | 2 | - | - | - |
| CHIEF SECURITY POLICE | 3 | 13 | 22 | 28 | 41 | 48 |
| SECURITY POLICE INSPECTORS | - | 2 | 7 | 3 | 1 | - |
| OTHER | - | 5 | 11 | 27 | 17 | 32 |

TABLE B2
ORGANIZATIONAL LEVEL OF JOB

| | DAFSC 812X LT (N=268) | PERCENT REPORTING | | | | |
|-----------------------------|-----------------------------|-------------------------------|------------------------------|-----------------------------|-----------------------------|-----------------------------|
| | | DAFSC 812X CAPT (N=134) | DAFSC 811X CAPT (N=54) | DAFSC 811X MAJ (N=75) | DAFSC 811X LTC (N=74) | DAFSC 811X COL (N=23) |
| DETACHMENT | 4 | 4 | - | 1 | - | - |
| SQUADRON | 82 | 58 | 48 | 48 | 32 | 17 |
| GROUP | 4 | 6 | 4 | 5 | 7 | 17 |
| WING | 2 | 3 | 2 | 1 | 1 | - |
| NUMBERED AIR FORCE | 1 | 10 | 4 | 7 | 10 | 22 |
| MAJOR COMMAND | 5 | 15 | 19 | 23 | 23 | 39 |
| UNIFIED, SPECIFIED OR JOINT | * | 2 | 6 | 3 | 10 | - |
| DoD OR HQ USAF | * | 2 | 17 | 12 | 16 | 4 |
| OTHER | - | 1 | 2 | - | 1 | - |

TABLE B3
INDICATORS OF JOB SATISFACTION

| | PERCENT RESPONDING | | | | | |
|------------------------------|--------------------|-----------------|----------------|---------------|---------------|---------------|
| | DAFSC 812X | | DAFSC 811X | | | |
| | LT (N=268) | CAPT (N=134) | CAPT (N=54) | MAJ (N=75) | LTC (N=74) | COL (N=23) |
| <u>JOB INTEREST*</u> | | | | | | |
| INTERESTING | 76 | 85 | 90 | 93 | 95 | 91 |
| DULL | 12 | 7 | 4 | 1 | 1 | 9 |
| <u>JOB UTILIZES TALENTS</u> | | | | | | |
| FAIRLY WELL OR BETTER | 78 | 86 | 94 | 97 | 97 | 91 |
| VERY LITTLE OR NOT AT ALL | 22 | 14 | 6 | 3 | 3 | 9 |
| <u>JOB UTILIZES TRAINING</u> | | | | | | |
| FAIRLY WELL OR BETTER | 74 | 78 | 89 | 89 | 93 | 87 |
| VERY LITTLE OR NOT AT ALL | 26 | 22 | 11 | 11 | 7 | 13 |

*SO-SO CATEGORY NOT REPORTED

TABLE B4

JOB EMPHASIS BASED ON PERCENT TIME SPENT ON TASKS FROM DUTIES

| DUTY | PERCENT TIME SPENT | | | | | |
|---|--------------------|-----------------|----------------|---------------|---------------|---------------|
| | DAFSC 812X | | DAFSC 811X | | | |
| | LT (N=268) | CAPT (N=134) | CAPT (N=54) | MAJ (N=75) | LTC (N=74) | COL (N=23) |
| PERFORMING COMMAND, ADMINISTRATIVE OR ADVISORY FUNCTIONS | 24 | 32 | 35 | 35 | 35 | 37 |
| PERFORMING SUPERVISORY FUNCTIONS | 19 | 17 | 19 | 18 | 19 | 23 |
| PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS | 13 | 6 | 4 | 4 | 3 | 2 |
| INSPECTING AND EVALUATING | 9 | 8 | 8 | 8 | 7 | 7 |
| PERFORMING ABGD FUNCTIONS | 5 | 4 | 2 | 4 | 4 | 3 |
| PLANNING AND PROGRAMMING | 5 | 12 | 14 | 16 | 17 | 18 |
| PERFORMING LAW ENFORCEMENT FUNCTIONS | 5 | 3 | 2 | 2 | 2 | 2 |
| TRAINING | 4 | 4 | 4 | 4 | 3 | 2 |
| PARTICIPATING IN DISASTER PREPAREDNESS | 3 | 2 | 2 | 1 | 1 | 1 |
| MAINTAINING AIRCRAFT SYSTEMS SECURITY | 3 | 2 | 2 | 1 | 2 | 1 |
| PERFORMING MISSILE SECURITY FUNCTIONS | 3 | 2 | 1 | * | * | * |
| PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS | 2 | 2 | 2 | 2 | 2 | 2 |
| DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS | 2 | 1 | 1 | 1 | 1 | * |
| DIRECTING MILITARY WORKING DOG PROGRAMS | 1 | 2 | 2 | 1 | 2 | 1 |
| DIRECTING CORRECTIONS FUNCTIONS | 1 | 1 | * | 1 | 1 | * |
| PERFORMING INFORMATION SECURITY TASKS | 1 | 2 | 2 | 1 | 1 | 1 |
| PERFORMING CUSTOMS TASKS | * | * | * | * | * | - |

*DENOTES LESS THAN ONE PERCENT

TABLE B5
SIMILARITY INDEX*

| | DAFSC 812X CAPT | DAFSC 811X CAPT | DAFSC 811X MAJ | DAFSC 811X COL |
|-------------------------------|--------------------|--------------------|-------------------|-------------------|
| DAFSC 812X LIEUTENANTS | 70.6 | - | - | - |
| DAFSC 812X CAPTAINS | - | 79.6 | 83.9 | - |
| DAFSC 811X LIEUTENANT COLONEL | - | - | 83.7 | 78.4 |

*AN INDICATOR OF THE PERCENTAGE OF TIME SPENT BY THE MEMBERS OF TWO GROUPS PERFORMING THE SAME TASKS. THE HIGHER THE FIGURE THE MORE SIMILAR ARE THE JOBS PERFORMED BY PERSONNEL IN THE TWO GROUPS.

TABLE B6

DAFSC 812X - TASK PERFORMANCE DIFFERENCES
LIEUTENANTS AND CAPTAINS

| | PERCENT PERFORMING | | |
|--|--------------------|-----------------|------------|
| | LT (N=268) | CAPT (N=134) | DIFFERENCE |
| CLEAN, LUBRICATE, OR PRESERVE WEAPONS | 68 | 35 | 33 |
| DEFEND AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS | 50 | 19 | 31 |
| PERFORM ON-BASE WEAPONS CONVOY COMMANDER DUTIES | 36 | 8 | 28 |
| CHALLENGE OR IDENTIFY UNKNOWN PERSONS | 40 | 13 | 27 |
| SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL | 72 | 46 | 26 |
| REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS | 76 | 51 | 25 |
| MAINTAIN OR USE GAS MASKS | 76 | 51 | 25 |
| APPROVE OR DISAPPROVE DIRECTIVES, SUCH AS OIs OR REGULATIONS | 24 | 62 | -38 |
| PREPARE POSITION OR TALKING PAPERS | 30 | 68 | -38 |
| COORDINATE WITH PERSONNEL FROM HIGHER HEAD-QUARTERS ON SECURITY POLICE DOCTRINE, CONCEPTS, OR REQUIREMENTS | 22 | 60 | -38 |
| CONDUCT STAFF MEETINGS | 21 | 57 | -36 |
| APPROVE OR DISAPPROVE ORGANIZATIONAL TRAINING REQUIREMENTS | 16 | 49 | -33 |
| DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS | 12 | 44 | -32 |
| PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST | 23 | 54 | -31 |
| WRITE OERs | 5 | 31 | -26 |

TABLE B7

DAFSC 812X AND 811X - TASK PERFORMANCE DIFFERENCES
CAPTAINS

| | PERCENT PERFORMING | | |
|---|--------------------|----------------|------------|
| | 812X (N=134) | 811X (N=54) | DIFFERENCE |
| DEVELOP SIMULATED SECURITY RESPONSE EXERCISES | 39 | 15 | 24 |
| MAINTAIN OR USE GAS MASKS | 51 | 30 | 21 |
| CLEAN, LUBRICATE, OR PRESERVE WEAPONS | 35 | 15 | 20 |
| DIRECT SECURITY POLICE EXERCISES | 51 | 33 | 18 |
| CONDUCT GROUND ACCIDENT INVESTIGATIONS | 30 | 13 | 17 |
| CONDUCT OR INSPECT GUARDMOUNTS | 65 | 48 | 17 |
| COORDINATE ON REPLIES TO FOIA OR PA REQUESTS | 11 | 41 | -30 |
| APPROVE OR DISAPPROVE ACCESS TO CLASSIFIED MATERIALS | 22 | 50 | -28 |
| REVIEW OR EVALUATE SCHEMES OR LAYOUTS FOR INTRUSION DETECTION SYSTEMS OR EQUIPMENT | 13 | 41 | -28 |
| ANALYZE PERSONNEL MANAGEMENT ENGINEERING RECOMMENDATIONS | 36 | 63 | -27 |
| DIRECT QUALITY FORCE PROGRAMS, SUCH AS CONTROL ROSTERS, WEIGHT CONTROL OR ADMINISTRATIVE DISCHARGES | 12 | 37 | -25 |
| REVIEW OR EVALUATE POSITION OR TALKING PAPERS | 37 | 61 | -24 |

TABLE B8

DAFSC 811X - TASK PERFORMANCE DIFFERENCES
CAPTAINS AND MAJORS

| | PERCENT PERFORMING | | |
|--|--------------------|----------------|------------|
| | MAJ (N=75) | CAPT (N=54) | DIFFERENCE |
| IMPLEMENT PRP | 31 | 13 | 18 |
| SUPERVISE FIRST SERGEANT (AFS 10090) PERSONNEL | 41 | 26 | 15 |
| REVIEW OR EVALUATE PROGRAM DIRECTIVES, SUCH AS PADs, PMDs, PDPs OR POMs | 33 | 18 | 15 |
| DETERMINE REQUIREMENTS FOR TACTICAL DEPLOYMENTS, SUCH AS MANPOWER, TRANSPORTATION OR SUPPLIES | 36 | 22 | 14 |
| ADJUST OR REDEFINE ABGD BATTLE CONCEPTS | 17 | 4 | 13 |
| REVIEW SPECIAL SECURITY INSTRUCTIONS (SSI) OR ATTACHMENTS | 27 | 48 | -21 |
| DIRECT MILITARY WORKING DOG ACTIVITIES | 16 | 35 | -19 |
| RECOMMEND AGENDA ITEMS FOR RESOURCE PROTECTION COMMITTEES OR BASE SECURITY COUNCILS | 35 | 54 | -19 |
| DIRECT VEHICLE OPERATOR CARE PROGRAMS | 19 | 37 | -18 |
| REVIEW RESPONSE OR DEPLOYMENT AT BOMB THREAT SCENES | 23 | 41 | -18 |

TABLE B9

DAFSC 811X - TASK PERFORMANCE DIFFERENCES
MAJORS AND LIEUTENANT COLONELS

| | PERCENT PERFORMING | | |
|--|--------------------|---------------|------------|
| | LTC (N=74) | MAJ (N=75) | DIFFERENCE |
| DEVELOP OR ESTABLISH POLICY FOR LAW ENFORCEMENT OPERATIONS | 65 | 39 | 26 |
| COORDINATE WITH CIVILIAN PERSONNEL OFFICE ON CIVILIAN PERSONNEL MATTERS | 61 | 35 | 26 |
| REVIEW OR EVALUATE RECURRING SECURITY POLICE REPORTS | 70 | 47 | 23 |
| COORDINATE WITH PERSONNEL FROM FEDERAL NON-DOD AGENCIES ON PROGRAMS OR EXERCISES | 51 | 29 | 22 |
| EVALUATE FINANCIAL MANAGEMENT PROGRAMS | 35 | 15 | 20 |
| AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS | 31 | 47 | -16 |
| COORDINATE EVALUATION OR TESTING OF EQUIPMENT | 28 | 43 | -15 |
| SIGN CONFINEMENT ORDERS | 22 | 35 | -13 |
| PREPARE REPLIES TO SECURITY POLICE INSPECTION REPORTS | 32 | 45 | -13 |
| DIRECT OJT PROGRAMS OR ACTIVITIES | 9 | 21 | -12 |

TABLE B10

DAFSC 811X - TASK PERFORMANCE DIFFERENCES
COLONELS AND LIEUTENANT COLONELS

| | PERCENT PERFORMING | | |
|---|--------------------|---------------|------------|
| | COL (N=23) | LTC (N=74) | DIFFERENCE |
| INDORSE CIVILIAN PERFORMANCE RATINGS | 83 | 38 | 45 |
| INDORSE OFFICER EFFECTIVENESS REPORTS (OER) | 83 | 53 | 30 |
| APPROVE OR DISAPPROVE REQUESTS FOR TESTING NEW EQUIPMENT OR SUPPLY ITEMS FOR FIELD USE | 57 | 28 | 29 |
| INDORSE NOMINATIONS OR RECOMMENDATIONS FOR DECORATIONS OR AWARDS | 78 | 57 | 19 |
| EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS | 65 | 47 | 18 |
| PREPARE RESPONSES TO CONGRESSIONAL INQUIRIES | 35 | 62 | -27 |
| DIRECT ON-SCENE RESPONSE DURING DISASTER OPERATIONS OR EXERCISES | 30 | 41 | -26 |
| EVALUATE PERSONNEL PERFORMANCE DURING SIMULATED WARTIME OR EMERGENCY CONDITIONS | 26 | 51 | -25 |
| WRITE STAFF STUDIES | 26 | 50 | -24 |
| REVIEW OR ACT UPON COMPLAINTS OF PERSONNEL IN CUSTODY | 0 | 20 | -20 |